



## **Griffin F. O'Gara**

Associate

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Griffin F. O'Gara is an Associate in the firm's Employee Benefits and Executive Compensation Practice. His practice focuses on employee stock ownership plans (ESOPs), ESOP transactions, and a broad range of employee benefit and health and welfare matters.

Mr. O'Gara regularly advises companies, trustees, and sellers on ESOP-related issues, including transaction structuring, fiduciary considerations, and ongoing compliance matters. In addition, he has significant experience advising plan sponsors and service providers on health and welfare plan design, administration, and regulatory compliance, including issues arising under ERISA, the Affordable Care Act, and related federal and state laws.

His health and welfare experience includes advising on pharmacy benefit manager (PBM) arrangements, transparency and disclosure requirements, fiduciary risk, plan amendments, participant communications, and vendor contracting. Mr. O'Gara frequently works with clients to evaluate evolving regulatory guidance and to align health plan operations with fiduciary and compliance best practices. Mr. O'Gara has also worked on multiple privacy and security matters, including responding to data breaches involving personally identifiable information and advising on applicable state and federal privacy and security requirements.

### **Education**

- J.D., Indiana University Robert H. McKinney School of Law, Indianapolis, Indiana, 2024 Indiana Law Review
- B.S. in Business Administration, University of Dayton, Dayton, Ohio, 2018

### **Bar & Court Admissions**

- Indiana, 2024

### **Practices**

- Employee Benefits and Executive Compensation
- Employee Stock Ownership Plans
- Business Services
- Corporate Governance
- Mergers and Acquisitions
- Privately and Closely-Held Businesses



- Manufacturing

### Industries

- Employee Stock Ownership Plans

### Professional Associations

- Indiana Bar Association

### Seminars & Presentations

- Co-Presenter, "The \$44 Billion Tweetstorm: Musk, Twitter, and the Deal that Broke the Internet", Indianapolis Bar Association's Business Law Section, March 19, 2025

### Publications

Co-Author, "Sixth Circuit Rules ERISA Preempts Portions of Tennessee's PBM Laws," April 30, 2026

Co-Author, "EBSA Issues New Enforcement Guidance with Significant Implications for ESOPs," April 21, 2026